

Office of the Secretary of Defense

§ 343.4

“Assistant Secretary of Defense (Force Management and Personnel),” January 26, 1990, are incorporated herein and the ASD(FM&P) is hereby disestablished.

§ 343.2 Applicability.

This part applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Unified Combatant Commands, the Inspector General of the Department of Defense, the Defense agencies, and the DoD Field Activities (hereafter referred to collectively as “the DoD Components”).

§ 343.3 Definitions.

(a) *Reserve components.* Refers collectively to the Army National Guard of the United States, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard of the United States, Air Force Reserve, and Coast Guard Reserve, when the Coast Guard is operating as a Service of the Department of the Navy.

(b) *Total force.* The organizations, units, and individuals that comprise the Defense Department’s resources for meeting the national security strategy. It includes DoD Active and Reserve military personnel, military retired members, DoD civilian personnel (including foreign national direct- and indirect-hire, as well as non-appropriated fund employees), contractor staff, and host-nation support personnel.

§ 343.4 Responsibilities and functions.

The Under Secretary of Defense for Personnel and Readiness is the principal staff assistant and advisor to the Secretary and Deputy Secretary of Defense for Total Force management as it relates to readiness; National Guard and Reserve component affairs; health affairs; training; and personnel requirements and management, including equal opportunity, morale, welfare, and quality of life matters. In this capacity, the USD(P&R) shall:

(a) Develop policies, plans, and programs for:

(1) Total force personnel and their allocation among DoD Components and between the active and reserve components to ensure efficient and effective support of wartime and peacetime op-

erations, contingency planning, and preparedness.

(2) Reserve component affairs to promote the effective integration of Reserve component capabilities into a cohesive total force.

(3) Health and medical affairs sufficient to provide, and maintain readiness to provide, medical services and support to members of the Armed Forces during military operations, and to provide medical services and support to members of the Armed Forces, their dependents, and others entitled to DoD medical care.

(4) Recruitment, training, equal opportunity, compensation, recognition, discipline, and separation of all DoD personnel, to include both military (active, reserve, and retired) and civilian.

(5) The quality of life of DoD personnel and their dependents, including family support, allowances, transition assistance, community services, and dependent education.

(6) DoD morale, welfare, and recreation programs and supporting non-appropriated fund revenue-generating programs including commissaries and exchanges.

(7) Interagency and intergovernmental activities, special projects, or external requests that create a demand for DoD personnel resources.

(b) Serve as OSD focal point for readiness issues; develop policies, management structures, and administrative processes to ensure forces have sufficient readiness to execute the National Military Strategy; oversee Total Force personnel and medical readiness; and coordinate with other Principal Staff Assistants and cognizant officials in the Office of the Chairman of the Joint Chiefs of Staff and in the Services on other aspects of readiness.

(c) Analyze the total force structure as related to quantitative and qualitative military and civilian personnel requirements, utilization, readiness and support. Administer and implement controls on military and civilian personnel strengths for Military Departments, Defense Agencies, and other DoD Components.

(d) Review and evaluate the requirements of the Defense Acquisition Board’s major defense acquisition programs and proposed weapon systems

for personnel, training, and readiness implications, and the implications of weapon systems maintainability for qualitative and quantitative personnel requirements and for readiness.

(e) Formulate policy for and ensure coordination of DoD Noncombatant Evacuation Operations (NEO).

(f) Participate in those planning, programming, and budgeting activities that relate to assigned areas of responsibility.

(g) Serve on boards, committees, and other groups pertaining to assigned functional areas and represent the Secretary of Defense on personnel, readiness, Reserve component, health, and compensation matters outside of the Department.

(h) Perform such other functions as the Secretary of Defense may prescribe.

§ 343.5 Relationships.

(a) In the performance of assigned functions and responsibilities, the USD(P&R) shall:

(1) Report directly to the Secretary and Deputy Secretary of Defense.

(2) Exercise authority, direction, and control over:

(i) The Assistant Secretary of Defense for Health Affairs.

(ii) The Assistant Secretary of Defense for Reserve Affairs.

(iii) The Director, Defense Commissary Agency.

(iv) The Director, DoD Education Activity.

(v) The Director, Defense Manpower Data Center.

(vi) The Director, DoD Civilian Personnel Management Service.

(vii) The Director, Defense Institute for Training Resources Analysis.

(viii) The Commandant of the Defense Equal Opportunity Management Institute.

(ix) The Director, Defense Medical Programs Activity, through the Assistant Secretary of Defense for Health Affairs (ASD(HA)).

(x) The Director, Office of Civilian Health and Medical Programs of the Uniformed Services, through the ASD(HA).

(xi) The President, Uniformed Services University of the Health Sciences (USUHS), through the ASD(HA), pursu-

ant to the authority vested in the Secretary of Defense by 10 U.S.C. chapter 104, except that the authority to appoint the President, USUHS, is reserved to the Secretary of Defense.

(xii) such other subordinate officials as may be assigned.

(3) Provide policy guidance and management supervision for the DoD Office of the Actuary, DoD Office of Special Events, U.S. Military Entrance Processing Command, Defense Activity for Non-Traditional Education Support, and the Armed Forces Professional Entertainment Program.

(4) Coordinate and exchange information with other OSD officials, Heads of the DoD Components, and Federal officials having collateral or related functions.

(5) Use existing facilities and services of the Department of Defense and other Federal Agencies, whenever practicable, to avoid duplication and to achieve maximum efficiency and economy.

(b) Other OSD officials and the Heads of the DoD Components shall coordinate with the USD(P&R) on all matters related to the responsibilities and functions cited in § 343.4.

§ 343.6 Authorities.

(a) The USD(P&R) is hereby delegated authority to:

(1) Establish and allocate civilian personnel authorizations of the DoD Components and review and approve military and civilian personnel authorization changes during program execution.

(2) Issue DoD Instructions, DoD publications, and one-time directive-type memoranda, consistent with DoD 5025.1-M,² that implement policy approved by the Secretary of Defense in assigned fields of responsibility. Instructions to the Military Department shall be issued through the Secretaries of those Departments. Instructions to Unified Combatant Commands shall be communicated through the Chairman of the Joint Chiefs of Staff.

²Copies may be obtained, at cost, from the National Technical Information Service (NTIS), US Department of Commerce, 5285 Port Royal Road, Springfield, VA 22161.